Aboriginal and Northern Affairs

Annual Report
2004 - 2005

Manitoba

MINISTER OF ABORIGINAL AND NORTHERN AFFAIRS
MINISTER RESPONSIBLE FOR
COMMUNITIES ECONOMIC DEVELOPMENT FUND

Room 344
Legislative Building
Winnipeg MB R3C 0V8
CANADA

The Honourable John Harvard, P.C., O.M.
Lieutenant-Governor of Manitoba
Room 235 - Legislative Building
Winnipeg, MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2005.

Respectfully submitted,

Oscar Lathlin

Manitoba

Deputy Minister of Aborginal and Northern Affairs

Room 350
Legislative Building
Winnipeg MB R3C 0V8
CANADA

Honourable Oscar Lathlin
Minister
Aboriginal & Northern Affairs
Room 344 Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ending March 31, 2005. I am pleased to report that the department made significant progress on many policy and program initiatives benefiting the Aboriginal and northern communities during the fiscal year.

The department provided leadership and participated on Aboriginal issues in the areas of policy and program development, the negotiation of settlements, community capacity building and the promotion, communication and relationship building with the Aboriginal communities and organizations. Examples of projects include: Winnipeg Partnership Agreement, Healthy Child Manitoba, Neighbourhoods Alive, Manitoba Suicide Prevention Committee, Aboriginal HIV/AIDS Strategy, Island Lake Health Board and First Nations Working Group on Health.

The department continues to advocate for new national policies at forums involving federal, provincial and territorial governments and national Aboriginal organizations. The department has represented Manitoba on the Canada Aboriginal Peoples Roundtable process and the Steering Committee preparing for a historic meeting in 2005 of First Ministers with National Aboriginal Leaders to address priority issues of the Aboriginal people, including education, housing and health, as well as relationships.

The department continued to implement the Aboriginal employment strategy and signed additional agreements with major employers in the health and information technology sectors to promote the recruitment, employment and retention of Aboriginal people in all levels of employment within their workforces. In partnership with the Department of Education, Citizenship and Youth the department provided funding to Partners for Careers for a store front operation in Winnipeg and to continue work with Manitoba Association of Friendship Centres with placing Aboriginal graduates in careers.

The department made progress in the ongoing efforts to resolve provincial obligations through the negotiation and implementation of Treaty Land Entitlement, and other agreements related to land or northern hydro development.

The department developed a 12-month Action Plan with Manitoba Hydro for the implementation of the Northern Flood Agreement for Cross Lake First Nation. Final settlement agreements were completed and signed with War Lake First Nation and Fox Lake First Nation related to adverse effects of hydro-related development. Final settlement agreements were finalized and signed with Chemawawin Cree Nation and the Aboriginal and Northern Affairs community of Easterville related to adverse effects resulting from the Grand Rapids Forebay development.

Manitoba, Canada (Indian Affairs & Northern Development), and O-Pipon-Na-Piwin Cree Nation (OPCN) signed a Memorandum of Understanding on March 14, 2005 outlining a process for recognition of OPCN under the Indian Act. Upon recognition, Canada will assume responsibility for municipal servicing and education costs for OPCN members residing in South Indian Lake.

Departmental personnel have participated in a number of projects including Recruitment and Retention, Northern Transportation Investment Strategy, Maximizing the Economic and Social Impacts of Major Northern Projects and the Northern Awareness Campaign.

I would like to take this opportunity to thank you for your leadership and support of the many innovative initiatives to achieve an improved quality of life that includes enhancement of the education, economic development and employment opportunities for Aboriginal people and northern Manitobans.

Respectfully submitted,

Harvey Bostrom

106-00350/

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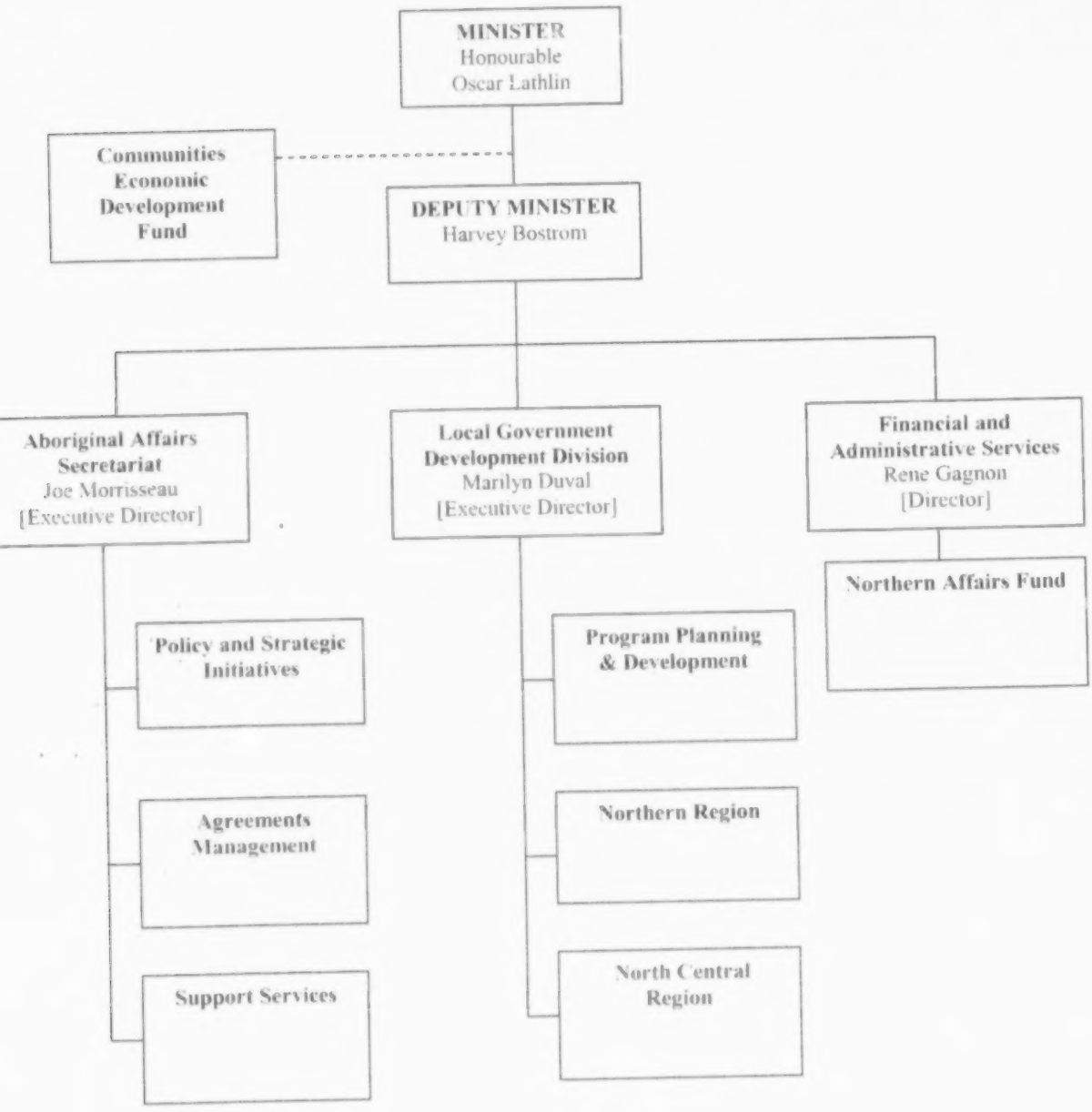
Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2005



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure, which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern people.

Departmental Mission

Better services, opportunities and results for Manitoba's Aboriginal and northern people.

Departmental Goals

Economic Engagement
To strengthen the participation of Aboriginal and northern people in Manitoba's economy.

Resolution of Provincial Obligations
To resolve outstanding provincial obligations to Aboriginal/northern communities.

Self Determination
To foster self-determination, accountability and sustainable growth.

Healthy Communities
To support the mental, emotional, physical and spiritual health of northern communities and Aboriginal people.

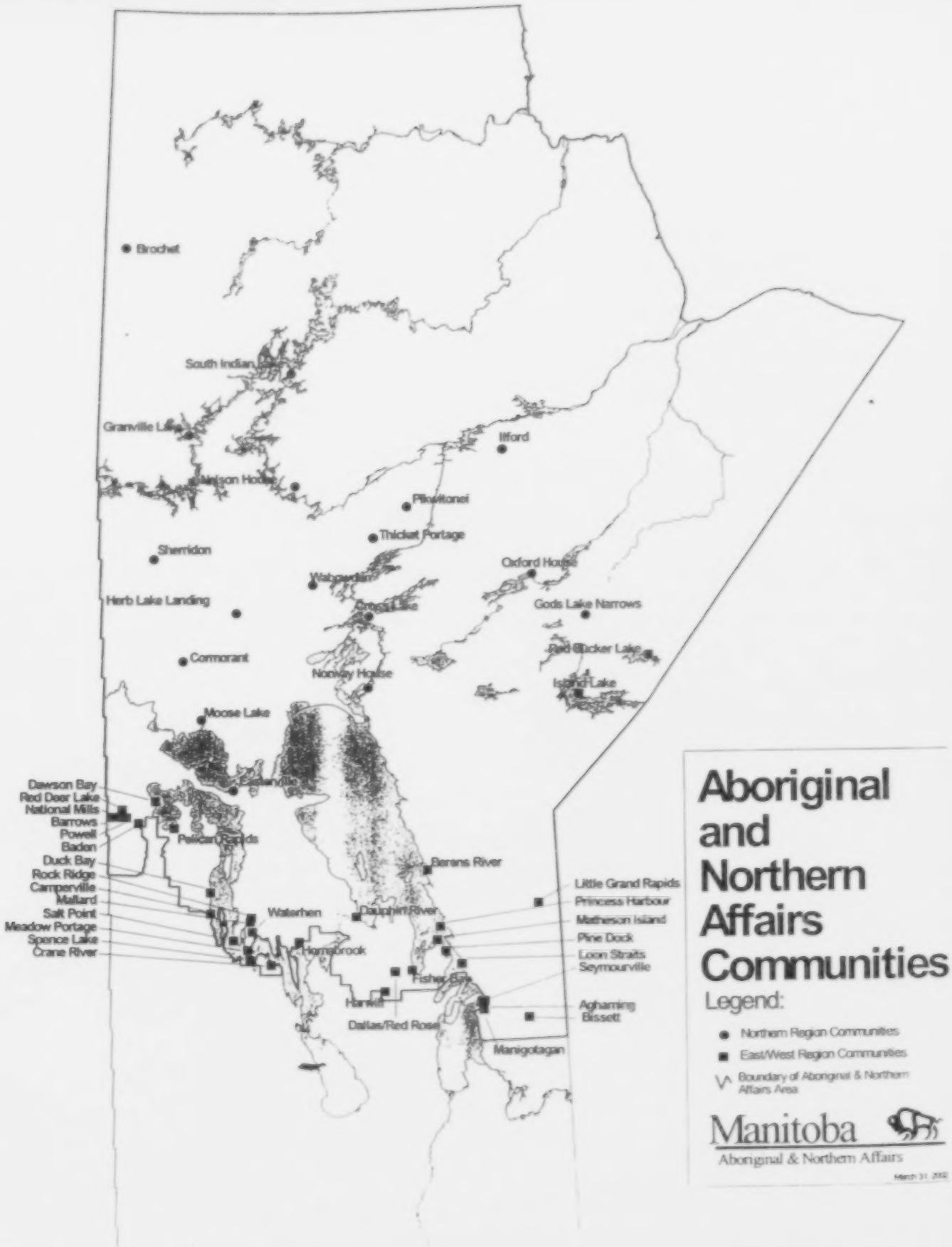
Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2005, there were 50 Aboriginal and Northern Affairs Communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minster has "municipal" authority.


Brochet
South Indian Lake
Granville Lake
Ilford
Nelson House
Pikwitonei
Thicket Portage
Sherridon
Oxford House
Wabowden
Herb Lake Landing
Gods Lake
Gods Lake Narrows
Red Sucker Lake
Cormorant
Norway House
Island Lake
Moose Lake
Ethelbert
Dawson Bay
Red Deer Lake
National Mills
Barrows
Powell
Baden
Duck Bay
Rock Ridge
Camperville
Mallard
Salt Point
Meadow Portage
Spence Lake
Crane River
Pelican Rapids
Berens River
Waterhen
Dauphin River
Hornbrook
Fisher Bay
Hanwell
Dallas/Red Rose
Manigotagan
Little Grand Rapids
Princess Harbour
Matheson Island
Pine Dock
Loon Straits
Seymourville
Agharming
Bissett
Aboriginal and Northern Affairs Communities
Legend:
Northern Region Communities
East/West Region Communities
Boundary of Aboriginal & Northern Affairs Area
Manitoba
Aboriginal & Northern Affairs

Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction towards the implementation of departmental programs. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with convenient access to government by providing access to members of Cabinet and by providing information regarding government programs and the appropriate provincial staff contacts for those programs.

The department supports government wide initiatives such as the Northern Development Strategy and the Northern Employment initiative, which is a long-term plan to develop the human and natural resources of the North. Its goal is to create opportunities for social and economic changes that benefit all Northerners. At the heart of the strategy is the belief that the priorities, strengths and experiences of Northerners must guide northern development.

Various divisions of the department are involved in Aboriginal specific programming and ongoing consultation with the Aboriginal communities and organizations in Manitoba regarding the Aboriginal Justice Inquiry recommendations.

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Minister's Salary	28.9	1.00	29.4	(0.5)	
Total Expenditures	**28.9**	**1.00**	**29.4**	**(0.5)**	

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	767.1	14.00	799.6	(32.5)	
Other Expenditures	242.3		277.8	(35.5)	
Total Expenditures	**1,009.4**	**14.00**	**1,077.4**	**(68.0)**	

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the Department. The human resource function for the department is included in this branch (see Consolidated Human Resource Unit Section for details on the departmental human resource function).

The Director of Financial and Administrative Services also fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* as well as provides French Language Services for the Department required by *The French Language Services Act*.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the department as delegated by government statutes/ regulations and policies.
- To provide financial advice and support services to assist the departmental divisions in the achievement of their goals and objectives.
- To ensure that all departmental financial activities adhere to all government regulations, policy, and guidelines including writing/amending all departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all departmental programs to departmental managers.
- To prepare the departmental estimates.
- To prepare the department's annual report and quarterly cashflow projections including variance explanations.
- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of departmental non-compliance.
- All support services were provided within established service standards.
- Advice provided resulted in:
  - the allocation of financial resources so that the maximum benefit was obtained
  - acquiring goods and services in an economical, efficient and effective manner.
- Policies and procedures were reviewed and amended on a priority basis.
- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

- With the proclamation of the Sustainable Development Act, the department has instituted a committee to prepare an action plan to meet provincial sustainable development goals. The Director of Financial and Administrative Services is the head of this committee. The following provides an overview of the activities undertaken with this initiative.

In December 2000, Cabinet adopted *Manitoba's Sustainable Development Procurement Guidelines* and directed Manitoba's Procurement Council, to oversee implementation of *The Sustainable Development Act* requirements for procurement guidelines, goals, organizational action plans, and reporting.

Aboriginal and Northern Affairs prepared an Action Plan that addresses the needs and supports the five *Sustainable Development Goals* established by the *Manitoba Procurement Council.* The activities and the actions of the plan can be summarized as follows:

- Increase awareness and knowledge of sustainable procurement practices
- Reduce toxic substance use and purchases by 5%
- Divert solid waste from landfill by 25%
- Reduce consumption and emission of fossil fuels by 5%
- Increase ethanol blended fuel use to 10% of total vehicle fuel purchase
- Reduce total annual consumption of utilities by 15% by 2008
- Increase use of environmentally preferable products and services

- Increase participation of Aboriginal peoples and suppliers, small and community based businesses and co-ops, and the development and growth of local environmental industries and markets.

The department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefit anticipated through these initiatives are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

As of March 31, 2005, Aboriginal and Northern Affairs continues to strive to achieve the established specific expected results (targets) to be attained in support of the government wide initiative. The department uses recycled paper only. Increased usage of recycled products is a key component of this plan. Printers in the department have the capacity for double-side printing, reducing the paper consumption within the organization. The department has also provided information to staff in respect to changing driving habits and reducing gasoline consumption.

Staff in the organization are encouraged to support the department in attaining the targets defined. The department continues to strive to attain the targets of the activities defined in the Sustainable Development Plan and look forward to providing positive results for years to come.

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	346.3	6.00	358.2	(11.9)	
Other Expenditures	116.1		116.2	(0.1)	
Total Expenditures	**462.4**	**6.00**	**474.4**	**(12.0)**	

Consolidated Human Resources Unit

The Human Resource Services function for the Department of Aboriginal and Northern Affairs, Transportation and Government Services and Conservation is consolidated into one unit. The unit provides leadership and support in Human Resource Management and Pay and Benefit Services for the three departments under one Director reporting to the respective departmental Deputy Ministers. The Consolidated Human Resource Unit provides service out of 2 centers. One center is located in Winnipeg with a full time Human Resource Consultant providing service to the Aboriginal Secretariat Division. The other unit is located in Thompson and offers the same full range of human resource management to the Northern Divisions of Local Government Development and Administration and Finance division. As well, the office located in Thompson provides full pay and benefit services to all Northern Affairs employees. The Northern Unit consists of 1 Human Resource Consultant and 2 Pay & Benefits Administrators. This unit reports to the Director of the Consolidated Human Resource Unit and is the only Consolidated Human Resource Unit with services in the north.

The services include human resource planning and management, recruitment and staffing, compensation and benefits, job classification, labour and employee relations, training and development, performance management and employment equity.

The Unit operates under delegated staffing and classification agreements with the Civil Service Commission whereby all Human Resource staff in the Unit have delegated authority for all three departments.

Accomplishments Specific to Aboriginal and Northern Affairs

- Staffing activity included fifteen permanent and term staffing actions, as well as one term extension, there are currently no selection decisions being appealed at this time;
- On-going provision of payroll and benefit administration out of Thompson;
- Full working level of two Human Resource Consultants to provide human resource assistance, advice and guidance to all department staff and management;
- Active participation in Access programs at Keewatin Community College;
- Employment equity is factored into all staffing actions within the Department. The departments Employment equity strategy includes a statement in all recruitment ads that indicate "preference" will be given to Aboriginal candidates".

- Department representation is:

EMPLOYMENT EQUITY GROUP	EMPLOYEES	PERCENTAGE	VARIANCE + OR -
Female	42	56%	+3.6%
Aboriginal	33	44%	+1.3%
Disabled	1	1.3%	- 2.6%
Visible Minority	1	1.3%	-1.1%

- Ongoing classification services to the department, there were no classification decisions appealed;
- Provision of guidance and advice to management on labour relations, including appropriate action and negotiating settlements to resolve issues before the formal grievance stage. There were two formal grievances filed, one has been resolved and one remains out standing.
- Provision of guidance and support to management in organizational review and structural design matters such as;
- The Department of Aboriginal and Northern Affairs has now begun the next step towards integrating competencies into their Human Resource programs - job profiling. Using the competency model, the department has completed the behavioral and technical profiles for their executive and senior level manager positions as well as the Consultant role in our department.
- The department has now implemented the competency based model for training and development of department employees.

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The Fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage sub-division levies and various "Northern" programs/projects administered by Aboriginal and Northern Affairs for various other government departments and other agencies.

The second account is the "Taxation Account." This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with departmental policies for development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.
- To provide accounting and trust services in support of the delivery of various government programs.
- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.
- To administer the municipal employee benefits program for northern communities.

- To administer the community audit program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.

- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.

- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Trust Fund for 2004/2005 was $25,073,459 managed in 29 programs. The major sources of revenue were:

  $19,156,719 from Aboriginal and Northern Affairs' appropriations
  $2,171,498 in tax revenue [2004 calendar year]
  $1,748,724 in Provincial-Municipal Tax Sharing Grant funds distributed to northern communities and First Nations in Manitoba
  $303,518 administered for 13 cottage subdivisions in northern Manitoba.

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees of 26 northern communities.

- For the fiscal year ending March 31, 2004 of 38 communities requiring an audit opinion, 23 received an unqualified opinion, 13 received a qualified opinion, 1 received a denial of opinion and 1 audit report was outstanding as of March 31, 2005.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	216.6	4.00	218.1	(1.5)	
Other Expenditures	51.9		56.3	(4.4)	
Total Expenditures	**268.5**	**4.00**	**274.4**	**(5.9)**	

Programs and Operational Support

Marilyn Duval - Executive Director

The Executive Director advises the Minister and Deputy Minister on technical and managerial matters related to program development, implementation and service delivery. Programs and Operational Support develops and facilitates inter-departmental partnerships that support economic and local government development in northern Manitoba. It also supports and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of the Northern Region, the North Central Region and the Program Planning and Development branch. These three operational areas are collectively referred to as the Local Government Development Division.

The Local Government Development Division provides for the municipal requirements of 50 designated northern and remote communities and is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three central objectives:

Good Governance - To support the development of responsible local government through elected community councils, local planning, and sound fiscal management, the delivery of municipal services and accountability to local electors.

Improved Quality of Life - To promote a safe and healthy community environment including: community compliance with the Canadian Guidelines for Drinking Water Quality (CGDWQ) and environmental regulations, facilitation of the development and implementation of community recreation and wellness programs, public safety through support for crime prevention, fire safety programs and emergency planning, and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate community development initiatives that are community-driven, sustainable and collaborative, in partnership with community councils, other provincial departments, jurisdictions and organizations.

Initiatives and activities in support of these goals include:

Community Consultation

- In partnership with the Northern Association of Community Council's (NACC) 34th Annual General Assembly, the Department hosted a one day Mayor and Councillors information forum on August 24/04. Topics included;
- Council Orientation, Financial Reports, Community Management Planning, Emergency Measures, and The Northern Affairs Act Review. This venue also provided the opportunity to present years of service certificates and quality service awards to members of council and council employees.
- Regional workshops were held in February 2005 in Thompson, Winnipeg and Dauphin for members of council and administrative staff. NACC participated in the workshops with a half day devoted to their agenda.
- The workshop agenda included:
  - An introduction to new workplace safety & health legislation and the Division's new publication *A Safe Workplace*, a manual to guide implementation of workplace safety and health practices in communities. The workshop provided an overview by the Department of Labour and Immigration on the rights and responsibilities of council and its employees related to the *Workplace Safety and Health Act*.
  - A review and update on proposed legislative changes to *The Northern Affairs Act*.
  - A presentation from Manitoba Emergency Measures Organization to help elected officials and disaster responders develop emergency plans and programs for the safety of their communities which covered emergency response systems at the community and provincial levels and the written formulation of plans and programs as required under *The Emergency Measures Act*.
  - Updates on the Capital and Recreation Programs.
  - An overview of the Canada/Manitoba Infrastructure Program and the Rural Municipal Infrastructure Fund and the preparation of applications for capital funding.
  - A half-day session chaired by NACC with follow-up by Divisional staff on resolutions from the 34th NACC Annual General Meeting and a Q&A panel.

Incorporation

- Funding is being provided to hire outside consultants to work directly with the Incorporated communities of Nelson House and Seymourville. These two communities incorporated on April 1, 2005. The consultants provide expertise and advice in administrative functions such as bylaw development, land use
- administration, assessment and taxation, public administration, human resource management and policy development.

Fox Lake Agreement

- A settlement agreement, ratified by Fox Lake Cree Nation members provides for financial contributions of $3.7 million by Manitoba over three years and $15.2 million by Manitoba Hydro over 15 years. The agreement also provides for the transfer of 5,360 acres of Crown land to Fox Lake, a feasibility study for an urban reserve at Gillam and a resource management area within Fox Lake traditional territory. All three parties also signed an MOU providing for participation by Fox Lake in proposed development of the Conawapa Generating Station. Local Government Development led the provincial team during a critical stage of the negotiations.

South Indian Lake Negotiations

- Manitoba, Canada (Indian Affairs & Northern Development), and O-Pipon-Na-Piwin Cree Nation (OPCN) signed a Memorandum of Understanding on March 14, 2005 outlining a process for recognition of OPCN under the Indian Act.
- Upon recognition, Canada will assume responsibility for municipal servicing and education costs for OPCN members residing in South Indian Lake. Also, upon recognition, education services will continue to be delivered by Frontier School Division until a later date, and OPCN will begin delivering municipal services for the community.
- Manitoba and Canada will contribute to a capital improvement trust fund to address the condition of municipal infrastructure and housing in South Indian Lake. This fund is intended to resolve Canada's concern regarding the condition of infrastructure and housing in South Indian Lake.

Northern Development Ministers Forum

- The NDMF was established in 2001 with the mandate to advance the diverse and common interests of northerners, as well as to raise awareness of the accomplishments, contributions and potential of Canada's North.
- Each year, the Northern Development Ministers establish priority projects to address distinct northern development opportunities and challenges.

- Departmental personnel have participated in a number of projects including Recruitment and Retention, Northern Transportation Investment Strategy, Maximizing the Economic and Social Impacts of Major Northern Projects and the Northern Awareness Campaign.
- Local Government management and staff are involved with preparations for the 2005 Forum which will be hosted by Manitoba. As host for the 2005 Forum, Manitoba is also chair of the priority project based on the theme of the Forum which is Education, Training and Employment.

Bursary and Employment Program

- Two Aboriginal students were awarded bursaries sponsored by the Local Government Development Division. Both are civil engineering students at the University of Manitoba (U of M).
- Two Aboriginal Engineering/Civil Technology bursary winners from 2003 were employed by our Engineering Services branch during the summer of 2004.
- A recent Aboriginal graduate from Red River Community College (RRCC) has been employed on a term basis to re-develop data-bases used in the Division.

19.2 (b-1) Programs and Operational Support

Actual Expenditures by Sub-Appropriation	Estimate 2004/2005 $	Variance 2004/2005 FTE	$	Over (Under)	Expl. No.
Salaries & Employee Benefits	207.1	3.00	203.1	4.0	
Other Expenditures	81.2		91.4	(10.2)	
Community Operations	8,425.5		8,195.4	230.1	
Regional Services	462.6		478.5	(15.9)	
Grants	273.7		273.7		
Total Expenditures	**9,450.1**	**3.00**	**9,242.1**	**208.0**	

Northern Region and North Central Region

The Local Government Development Division serves 50 designated communities through regional offices and sub-offices located in Thompson, The Pas, Dauphin and Winnipeg. It is responsible for the provision of consulting and advisory services related to municipal administration and the planning and delivery of local services. Other responsibilities include the coordination of service delivery by government departments and the maintenance of communication links with community councils and other organizations. A variety of activities and programs are focused on strategic community development and facilitation of partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

The following programs are delivered by the Regional Office in Dauphin and Thompson with sub-offices in Winnipeg and The Pas.

Municipal Administration Program

Clerk/Administrator Workshop

- The Department hosted a workshop for Community Clerks and Administrators, September 13-16/04 in Winnipeg. The workshop theme was "Making a Difference". The agenda consisted of an Organizational & Staff Development workshop "The Art and Practice of Powerful Listening and Responding", revisions to the *Financial Management Guide*, an overview of the Building Independence Program, dealing with employee conflict, Municipal Employees Benefit Plan (MEBP), protecting community assets, accounting issues, and incorporation topics.
- A partnership with The Exchange Group, a private accounting firm, saw 16 clerks trained in the application of Simply Accounting in May 2004. This partnership initiative with the private sector will continue again next year.

Vision Quest/Rural Forum

- Communities interested in attending either of the above events were provided with reimbursement of 50% of expenses (accommodation, travel, mileage and meals) to send two delegates to one of the above functions.
- Our department assists communities to access these events by providing partial reimbursement for attendance. Our department is a full partner in the Rural Forum and also assists the organizing group for Vision Quest. We see these events as an opportunity for the communities to access information for economic and community development.

Granville Lake Community Liaison Worker & Domestic Violence Workshop

- Assistance was provided to the Community of Granville Lake to assist the Council and residents with the transition of living in Leaf Rapids.

Environmental Services Program

As with other jurisdictions and local authorities, the Department and community councils are challenged with increasing costs, more rigorous standards and more complex technology related to the treatment of drinking water. Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority.

- A water treatment study led by Aboriginal and Northern Affairs, Manitoba Conservation and the Manitoba Water Services Board between 2001 and 2003 identified 38 communities where water treatment plants will have to be upgraded to meet Canadian Drinking Water Standards. The consultant's report, delivered in 2002-2003, estimated the cost of water treatment plant replacements at $28.2 million with an increase in annual operating and maintenance of $200.0.
- In 2001, the department's capital budget was increased by $750.0; in 2002 an additional increase of $2.2 million was received and in 2003 another $1.0 million was allocated to address the need to upgrade water treatment plants.
- Water treatment plant upgrades have been completed in Pikwitonei, Cross Lake, Camperville, Cormorant, South Indian Lake as well as a pump house in Red Sucker Lake. Projects are in progress in Waterhen and Norway House.
- In partnership with Manitoba Conservation, a consultant was engaged during 2002-03 to inspect and report on 26 wastewater treatment facilities.
- The estimated cost to upgrade facilities was $11.7 million with an increase of $400.0 in annual operating costs.
- Wastewater treatment upgrades have been completed for sewage lagoons in Brochet, South Indian Lake, Easterville, Cross Lake and Granville Lake and the Cormorant sewage treatment plant. Projects for Pine Dock and Manigotagan are pending environmental approval.
- Water distribution lines are under review in terms of bringing as-built drawings up to date, identifying required maintenance and installing clean-outs. These items will be addressed on a priority basis.
- Many of these upgrades were made possible through project funding from the Manitoba Water Power Rental Agreement and the Canada-Manitoba Infrastructure Program (CMIP). Under the last CMIP Agreement, northern projects enjoyed a much higher approval rate, receiving 20% or close to $10 million of the $54 million program.

Water & Wastewater Operator Certification

- There is an ongoing concern for the training and mandatory certification of water facility operators and backup operators. During 2004-05, the Department continued to work closely with Red River Community College (RRCC) and Manitoba Conservation to address the training needs of operators in northern and remote regions.
- The results indicate that we have achieved a great deal of success but we are challenged by turnover and lack of experience for the backup operators. A large percentage of the primary operators have achieved their certification, however on-going attention must be paid to the backup operators. It is difficult for the backup operators to achieve success in the courses as they do not spend sufficient time in the plants to gain the knowledge required. Both regions are working to develop individual training plans for all operators.
- This year, two training sessions were delivered to our communities. The North Central Region hosted a Level I Wastewater Treatment and Wastewater Collection Course in Winnipeg, November 22 – 26/04. The Northern Region hosted a Level 1 Water Treatment and Water Distribution Course in Thompson January 24 – 28/04.
- With completion of these sessions, we believe that training is approximately 70 % complete. The balance will be achieved by operators attending RRCC courses intermittently, depending upon requirements.

Public Works Program

Road Study

- Members of our department and the Department of Transportation and Government Services are in the planning stages for conducting a study of the required upgrading of all roads within the communities and of the roads which are our responsibility within our wider jurisdiction. The work will be phased, due to its magnitude, and results will be expected over the next few years
- In partnership with Transportation and Government Services (TGS), long range planning and the identification of future funding requirements for transportation infrastructure are being identified. The initiative began this year with the start of an in-house inventory of transportation infrastructure including internal roads, access roads and bridges, noting condition, age and type of construction. It also includes a functional classification of roads - residential, collector or access roads.

- A global positioning system (GPS) specialist was seconded from TGS for collection of data which will take place over a two-year period. The department has acquired GPS technology and laptop computers to facilitate data collection. Staff completed training to upgrade skills related to the global positioning systems to be used in the study.
- The study will also consider issues of drainage, over-building to extend the life of roads in the North, where mobilization and construction costs are high, as well as the coordination of water and wastewater line construction with road construction.

Workplace Safety and Health

- In response to new legislative requirements, the department initiated a Workplace Safety and Health Committee to develop and deliver a workplace safety and health program for implementation at the community level.
- The first phase of the program was completed this year with the publication of *A Safe Workplace – A Workplace Safety and Health Manual for Your Community*. This comprehensive manual on workplace safety and health was introduced to community representatives at the regional workshops held in February 2005. The next stage of the program involves training of community leaders and employees and implementation of safe practices in the community workplace.

Water and Sewer Utility Line Study

- The department will, over the next few years, be conducting an analysis of the water and sewer utility line infrastructure and plan for a multi-year replacement and upgrading plan. The study will be conducted in-house and the first two years will be conducting an inventory and a current condition report.

Community and Resource Development Program

Joint Co-operative Development Project

- In early 2004, the Joint Co-operative Development Project was initiated by Manitoba Aboriginal and Northern Affairs in partnership with the following Community Futures Development Corporations (CFDC): NEICOM CFDC, Parkland CFDC, Cedar Lake CFDC and Winnipeg River Brokenhead CFDC.
- The overall scope of the project is to look at the co-operative model for Northern Affairs Communities with the aim of improving the quality of life and well-being of Northern Affairs communities. The Joint Co-operative Development Project proposes to explore and develop the co-operative development model in four Manitoba communities (Camperville, Cormorant, Matheson Island and Seymourville).

- A study was conducted to assess the need, desire and commitment to a retail-consumer co-operative in Matheson Island. With the support of the local mayor and council and local Community Futures Development Corporation, community residents were surveyed by researchers from the Rural Development Institute, Brandon University in August 2004.

Community Development Officer Proposal

- Manitoba Aboriginal and Northern Affairs is spearheading a proposal for the training of community development officers with a view to increasing the capacity of northern communities to actively participate in local economic development opportunities. Many northern communities have participated in round table processes to formulate an economic development plan. Typically however, communities lack the human resources to implement plans and strategies. This proposal contemplates an education and training package that will build local capacity to mobilize regional and/or community economic development plans and projects.

Protective Services Program

- Three community constables were appointed as Peace Officers having completed the required training.

Fire Training – Water Supplies' Seminar

- Seventeen communities participated in a pilot program seminar developed to meet the NFPA 1142 Standard for Rural and Suburban Water Supplies which was delivered over two and one half days in Brandon from April 20-22/04. A combination of classroom and practical based learning saw the candidates learn, apply, and better appreciate the requirement for moving water from a source to the fire ground. The newly acquired skills will benefit each of the firefighters and their communities.

Emergency Planning Workshops

- As a result of government legislation calling for the mandatory inclusion of certain emergency response components within community emergency plans an emergency planning workshop was delivered to 8 delegates from 6 communities at The Pas on January 25, 2005. The focus of the workshop was on the development of an emergency response program. A similar workshop will be delivered in Thompson.
- Workshop participants included elected representatives, public works employees, constables, administrators and emergency response coordinators.
- The subject was also covered as part of regional workshops in Winnipeg and Dauphin.

Program Review

- Both the Fire Program and the Constable Program are under review. We expect recommendations to be implemented in 2005-06.

Recreation Program

Program Review

- A comprehensive review of the Recreation Program was competed with recommended changes to be implemented April 1, 2005. Recommendations to be implemented include a new formula for funding allocation and the strengthening of reporting and planning requirements.

Northern Links – Recreation Workshop

- This workshop has been offered for 7 years and has been very successful. We have contracted quality facilitators to deliver the valuable sessions to the participants from ANA, First Nation communities and Friendship Centres.
- We have used Northern Links as a tool to address some of the training issues that were identified as priorities by the communities. The feedback from participants and key stakeholders is very positive as we continue to improve the workshop each year.
- This workshop has now broadened the scope to include wellness and we have had community health workers attend. The event this year had a theme of "Healthy Community – Healthy You" and was hosted September 13-16/04.

19.2(b-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	754.9	13.00	869.7	(114.8)	(1)
Other Expenditures	373.6		346.1	27.5	
Total Expenditures	**1,128.5**	**13.00**	**1,215.8**	**(87.3)**	

(1) Salary surplus is due to vacancies.

19.2(b-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	865.7	13.00	849.6	16.1	
Other Expenditures	272.0		277.8	(5.8)	
Total Expenditures	**1,137.7**	**13.00**	**1,127.4**	**10.3**	

Program Planning and Development Services

The Program Planning and Development Branch provides consistent policy and program development; strategic and operational planning and performance measurement support; communication services; resource manual development; and research and analytical capability in support of local government and community development. In addition to support provided to specific program areas, the branch achieved the following during 2003-04:

New *Northern Affairs Act* Nearing Completion

- Work continued throughout the year on drafting of a new Act. Consultations on the proposed changes to legislation were held with community stakeholders.

Resource Materials

- Publications included the ***Community Contact*** newsletter, a ***Sub-division Process Guide***, ***Understanding Financial Statements***, and updates/revisions to all manuals currently in circulation.
- A major publication, ***A Safe Workplace –A Workplace Safety and Health Manual for Your Community*** was published during the year and introduced to communities. This was a response to new legislation and the need to implement a workplace safety and health program in communities. This represented a significant body of work from the project team assigned the task.

Employee Recognition Program

- At the 2004 NACC annual gathering, 48 employees from 36 communities were recognized with service excellence awards and 106 community volunteers and elected representatives from 33 communities were presented with certificates for long service.

Northern Development Ministers Forum

- Staff have coordinated and prepared submissions for a number of NDMF projects and are planning for the 2005 Forum to be hosted by Manitoba.

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	423.7	6.00	405.8	17.9	
Other Expenditures	93.2		99.6	(6.4)	
Total Expenditures	**516.9**	**6.00**	**505.4**	**11.5**	

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's priority is to bring a focus to Aboriginal quality of life issues. The Secretariat endeavors to provide a global perspective, across government, of progress toward achieving quality of life for Aboriginal Manitobans.

Aboriginal Affairs promotes innovative policy and program development through identification of the needs of Aboriginal people, through the provision of accurate, relevant, timely information, and through the development of partnerships with the Aboriginal community, other government departments, other levels of government, and the private sector.

The Secretariat undertakes the coordination, negotiation, analysis and implementation of initiatives, arrangements and agreements which impact northern Manitoba, its communities, residents, land base and related programs.

Support Services

Support Services objectives are:

- To provide the department with coordination and monitoring of information technology activities.
- To provide Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, basic human resource services, management reporting, information technology management, and administrative support services.
- To provide Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Participated with other provincial government departments on the provincial Information Technology Council.
- Coordinated and monitored departmental information technology activities for adherence to standard government policies and practices.
- Efficient use of human and financial resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	293.0	6.50	329.6	(36.6)	
Other Expenditures	96.8		83.3	13.5	
Total Expenditures	**389.8**	**6.50**	**412.9**	**(23.1)**	

Agreements Management

To ensure the negotiation and successful implementation of settlements that will, collectively and individually, resolve land and other issues that relate to hydroelectric development, treaty land entitlement and other land exchange and/or land use related agreements.

Activities:

Promoted the development of better relations and an atmosphere of partnership and trust between government and the Aboriginal community:

- through informational presentations to government and non-government groups,
- through the coordination of forums for information sharing between government departments and Aboriginal organizations who share common goals and issues.

Established and maintained contacts and working relationships with other jurisdictions, provincial government departments, organizations and other Aboriginal/northern interests in support of northern Manitoba, its communities and residents.

Continued the negotiation and resolution of Manitoba's obligations under the Northern Flood Agreement (NFA).

- Developed and implemented processes and programs with Cross Lake First Nation, Canada and Manitoba Hydro.
- Conducted land exchange process including the surveying of land exchange sites at Cross Lake and Norway House.
- Participated in discussions with the Cross Lake Trappers' Association.

Continued implementation activities related to signed NFA Comprehensive Implementation Agreements (CIA's) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasilk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Participated on and provided ongoing support to four resource co-management boards.
- Coordinated land transfer process for lands designated to be reserve under NFA CIA's.
- Coordinated the surveying of permit and fee simple land as specified in the Comprehensive Implementation Agreements.

Coordinated the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Negotiated claims with non-NFA communities impacted by hydro development.

- Participated in the negotiations with Manitoba Hydro to reach settlement agreements with Fox Lake First Nation and War Lake First Nation.
- Participated in the initial negotiations and discussions with Thicket Portage and Pikwitonei.
- Continued discussions toward settlements for adverse effects of hydro projects with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake and Nelson House.

Continued the negotiation of the settlement of the Salt Point Road/PR 276 claim with Skownen First Nation for compensation for provincial right-of-way.

Initiated implementation of Cedar Lake Resource Co-Management Board with Chemawawin Cree Nation and the Aboriginal and Northern Affairs community of Easterville.

Continued participation in the Resource Co-Management Board with the Aboriginal and Northern Affairs community of Cormorant as per their settlement agreement.

Continued development of final settlement agreements with the Grand Rapids Forebay community of Moose Lake and the Mosakahiken Cree Nation.

Continued implementation of 27 signed TLE agreements between Manitoba, Canada and the signatory First Nations for processing land selections and acquisitions.

- Continued to develop and establish implementation dispute resolution/mediation/arbitration process of the TLE Framework Agreement through the Implementation Monitoring Committee (IMC) and the Senior Advisory Committee (SAC).
- Led the Provincial Implementation Team in evaluating and processing TLE land selections.
- Continued the Crown land transfer process involving 843,143 acres selected under the Framework Agreement and 114,088 acres under other TLE agreements as of March 31, 2005. Under the Framework Agreement 238,998 acres have been approved for survey; 82,443 acres transferred to Canada with 6,642 acres converted to reserve. Under other TLE agreements, 96,488 acres transferred to Canada with 86,902 acres converted to reserve.
- Continued to participate in the development of Agreed Forms to facilitate the implementation of TLE.
- Continued discussions on Agreed Forms for Hydro Permits and Hydro Easements for TLE land selections.
- Provided public information regarding the implementation of the TLE Framework Agreement and detailed information to municipalities and other stakeholders where necessary.

- Participated with Canada and the Treaty Land Entitlement Committee in the selection of a new independent Chair for the TLE Implementation Monitoring Committee.
- Representatives of Manitoba, Canada and the TLE First Nations continued to discuss and resolve implementation issues relevant to outstanding TLE selections.
- Participated in discussions to resolve issues on unregistered interest on selected Crown lands.

Continued negotiations with Canada and Peguis First Nation to address outstanding Treaty Land Entitlement.

Provided information and support to those First Nations considering the signing of Treaty Land Entitlement (TLE) agreements under the Framework Agreement.

Continued the TLE Crown land selection and acquisition process for other TLE agreements.

- Garden Hill, Swan Lake, Long Plain, Roseau River and Red Sucker Lake.

Continued working with the commercial fishers of Berens River and other fishing communities on Lake Winnipeg to assist them in the development of their associations and to improve the viability and sustainability of their fishing industry.
Coordination of activities/initiatives includes:

- Led the provincial negotiation process toward a settlement of land exchange related to provincial road right-of-way across the Waterhen Reserve.
- Provided provincial participation along with the departments of Education and Training and Conservation, on the Board of Directors for the Churchill Northern Studies Centre.
- Participated in discussions with Peguis First Nation regarding flooding and mould issues related to the chronic flooding conditions in the Fisher River system.
- Participated on various committees and working groups toward economic development of Aboriginal and northern Communities.
- Participated on Federal/Provincial Forestry Working Group and Federal/Provincial Fisheries Working Group.
- Participated in the East Side Planning Initiative.
- Participated on development of the study for a winter/all weather road to Nunavut.
- Participated in discussions on the recognition of O-Pipon-Na-Piwin Cree Nation (OPCN) at South Indian Lake.
- Participated in the discussions that will lead to the development of the Terms of Reference for Trilateral Resource Access Committee working group between Assembly of Manitoba Chiefs, Canada and Manitoba.
- Participated in the Crown Consultation Process for Wuskwatim Generation and Transmission Projects.
- Provided lead role in Emergency Radio Telecom service in Northern Manitoba.

Major Accomplishments include:

Developed a 12-month Action Plan with Manitoba Hydro for the implementation of the NFA for Cross Lake First Nation.

Participated with Canada in the transfer of five (5) selections of provincial Crown land to reserve status for the Cross Lake First Nation to meet Northern Flood Agreement obligations.

In conjunction with Manitoba Transportation and Government Services, completed the Netnak Bridge (renamed Kichi Sipi Bridge) and completed Transfer of reserve land to Manitoba to accommodate the newly realigned provincial road 374.

In conjunction with Cross Lake First Nation, completed a Recreation Program Analysis for the Cross Lake First Nation.

In conjunction with Manitoba Hydro and the Cross Lake Trappers Association, completed a study of the Cross Lake trapping industry, and continued discussions on adverse effects and concerns.

Final settlement agreements reached and signed with War Lake First Nation and Fox Lake First Nation related to adverse effects of hydro-related development.

Final settlement agreements reached and signed with Chemawawin Cree Nation and the Aboriginal and Northern Affairs community of Easterville related to adverse effects resulting from the Grand Rapids Forebay development.

Signing of Memorandum of Understanding on future recognition of O-Pipon-Na-Piwin Cree Nation.

Completion of the Wuskwatim Consultation Steering Committee report on the Crown Consultation Process for Wuskwatim Generation and Transmission Projects.

Selected a new independent Chair for the TLE Implementation Monitoring Committee.

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	416.0	6.00	418.6	(2.6)	
Other Expenditures	373.3		139.3	234.0	(1)
Agreements Implementation	1,281.2		1,281.3	(.1)	
Total Expenditures	**2,070.5**	**6.00**	**1,839.2**	**231.3**	

(1) The variance represents costs associated with TLE implementation.

Policy and Strategic Initiatives

To work with provincial departments on policy and program development in the areas of health, education, social services, justice, economic and community development to achieve improved well being for Aboriginal Manitobans.

To negotiate and implement self-government options.

To provide and leverage financial and technical resources in support of Aboriginal capacity building initiatives.

Activities:

Promoted the development of better relations and an atmosphere of partnership and trust between government and the Aboriginal community:

- Through informational presentations to government and non-government groups;
- By working with Aboriginal organizations in the preparation of business plans reflecting common goals and issues; and
- Through the coordination of forums for information sharing between government departments and Aboriginal organizations on common goals and issues.

Promoted the development of coordinated Aboriginal policies and programs which enhance the ability of the Province to respond to Aboriginal issues in a timely and effective manner:

- Took the lead, or participated in, interdepartmental or intergovernmental working groups and steering committees such as the Winnipeg Partnership Agreement, Healthy Child Manitoba, Neighbourhoods Alive, Manitoba Suicide Prevention Committee, Aboriginal HIV/AIDS Strategy, Island Lake Health Board and First Nations Working Group on Health to develop or review policies, programs and initiatives;
- Maintained liaison with other provincial departments to ensure continuity and consistency of program development and implementation;
- Responded to departmental requests to review policies, programs and proposals and provide advice on matters of concern for Aboriginal Manitobans;
- Coordinated information on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations and provided reports to the AJIC Committee of Cabinet; and
- Provided support and information to the new Aboriginal Issues Cabinet Committee.

Developed strategies to address the needs of Aboriginal people.

- Continued participation on the Northern Development Strategy Coordinating Group and interdepartmental working groups on health, education, housing and economic development to maintain continuity of information and planning on northern development;
- Continued implementing the Aboriginal employment strategy and signed additional agreements with major employers in the health and information technology sectors to promote the recruitment, employment and retention of Aboriginal people in all levels of employment within their workforces and the employer groups that they represent;
- In partnership with the Department of Education, Training and Youth, provided funding to Partners for Careers for a store front operation in Winnipeg and to continue work with Manitoba Association of Friendship Centres with placing Aboriginal graduates in careers; and
- Implemented the Northern Healthy Foods Initiative with assistance from Manitoba Agriculture, Foods and Rural Initiatives, Healthy Child Manitoba and Healthy Living.

Provided a coordinated Provincial response to Aboriginal requests for assistance and support for Aboriginal initiatives such as:

- Chaired an interdepartmental committee to review and recommend provincial response to the First Nations, Métis and Inuit Mobility Study;
- Formed an Aboriginal Partnership Committee to advise and assist with implementing the Aboriginal component of the Winnipeg Partnership Agreement;
- Participated on various committees to review services to Aboriginal persons with disabilities, updating the Fetal Alcohol Spectrum Disorder (FASD) strategy and Aboriginal women's issues in relation to the Stolen Sisters Report; and
- Assisted Aboriginal organizations to access resources for projects such as the Student Buddy Support Service: *Restoring the Sacred* and *Standing Tall* to provide support and enhance educational attainment of Aboriginal students.

Provided and leveraged financial and technical resources in support of Aboriginal capacity building initiatives.

- Administered the Aboriginal Development Program by:
  - Receiving business plans from eight Aboriginal organizations, disbursing core funding to the Manitoba Association of Friendship Centres for distribution to the eleven centers in Manitoba, the Manitoba Métis Federation, the Assembly of Manitoba Chiefs, the Indian and Métis Friendship Centre of Winnipeg, the Manitoba Keewatinook Ininew Okimowin Inc., the Southern Chiefs Organization, Mothers of Red Nations and the Manitoba Aboriginal Sport and Recreation Council, and monitoring outcomes;

  - Providing funding to the Manitoba Métis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
  - Assessing project proposals and disbursing grants for community-based projects benefiting Aboriginal communities.
- Administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants.

Took the lead in the tripartite process representing Manitoba in discussions and negotiations relating to self-government and federal provincial cooperative arrangements for Aboriginal peoples in forums such as:

- Participated with Sioux Valley First Nation and Canada in the development of Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
- Participated in the tripartite process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg;
- Participated in tripartite discussions with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis;
- With Family Services and Housing, entered into the Framework Agreement Initiative negotiations with the Assembly of Manitoba First Nations and Canada on the Child and Family Services side-table; and
- With the departments of Conservation and Justice, provided representation on inter-provincial meetings with Canada and the Métis National Council regarding Métis Aboriginal rights, in particular with hunting/harvesting rights stemming from the Supreme Court decision on the Powley case.

Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues.

- Participated on the Planning Committee and coordinated Manitoba's input into the sectoral sessions of the Canada-Aboriginal Peoples Roundtable process on Aboriginal health, life long learning, housing, economic opportunities, negotiations and accounting for results;
- Continued work with the National Aboriginal Youth Strategy working groups to develop a cultural, education, political and social (CEPS) leadership training model for Aboriginal youth development; and
- Continued board membership on the Aboriginal Human Resource Development Council of Canada and related activities with Aboriginal employment and training such as the Manitoba Forum on Aboriginal Trades and Apprenticeships in May 2004.

Major Accomplishments include:

Aboriginal Employment Partnership agreements were signed with IBM, Manitoba Customer Contact Association and North Central Regional Health Authorities in which the parties agree to work together with the Aboriginal community on the six-point agreement towards increased Aboriginal participation in the workforce. The department also continued supporting the Aboriginal human resource practitioners and strategists meetings throughout the year to encourage sharing of ideas and best practices.

Aboriginal and Northern Affairs, in cooperation with the Aboriginal Human Resources Development Council of Canada (AHRDCC), Manitoba Education, Center of Aboriginal Human Resource Development, Assembly of Manitoba Chiefs and Manitoba Métis Federation held a Forum in May 2004 on Aboriginal Trades and Apprenticeships. The information from this Forum was shared at the Western Symposium on Aboriginal Trades and Skills Training held in Saskatoon in October 2004 for inclusion in the work of the AHRDCC on development of a national Aboriginal work skills strategy.

The Northern Healthy Foods Initiative was implemented with an initial focus on the Community Self-Sufficiency component which includes nutrition awareness, community gardens, country foods and greenhouse pilot projects particularly in isolated communities with no all weather road access. Project support was provided to the Bayline Regional Roundtable, Four Arrows Health Authority for the four Island Lake communities and five communities within the Northern Association of Community Councils. This was in addition to the community presentations and collaboration with other northern stakeholders and the federal government on community food self-sufficiency planning and pilot projects

Aboriginal and Northern Affairs continued leading the development of the Aboriginal component of the Winnipeg Partnership Agreement which focuses on Aboriginal participation in the economy and supports projects and initiatives on priority areas identified by the Aboriginal Partnership Committee.

Under the renewed Island Lake Memorandum of Understanding on Health, the Renal Center at Garden Hill was officially opened in July 2004 and some families with dialysis dependent members were able to return home from Winnipeg. Work is progressing on a regional Island Lake Health Board that oversee the planning and implementation of a regional health centre to serve the communities in the Island Lake area.

Under the Aboriginal Development Program, $2,148,400 was provided to eight Aboriginal organizations in support of their core operations;
$300,000 was provided to two Aboriginal organizations in support of Tripartite Self-Government negotiations; and $94,500 was provided in small grants to 52 community based capacity building projects.

In 2004/05, $1,374,982 in Aboriginal and Economic Development grants were committed to 63 projects with a budgeted value of $10,212,710. Total provincial commitment to these projects is $3,033,969 resulting in leveraged dollars outside provincial government sources of $7,135,328.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	530.5	8.00	596.4	(65.9)	
Other Expenditures	130.9		138.2	(7.3)	
Aboriginal Development Programs	2,542.9		2,543.3	(.4)	
Aboriginal Economic and Resources Development Fund	1,375.0		1,400.0	(25.0)	
Partners For Careers	200.0		200.0		
Northern Healthy Foods Initiative	199.3		179.0	20.3	
Total Expenditures	**4,978.6**	**8.00**	**5,056.9**	**(78.3)**	

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba)* whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under 4 program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises unable to obtain financing on acceptable terms from other sources. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business Loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisherman's Loan Program (formerly under Part III of *The Fisheries Act)* assists the commercial fishery with the purchase or repair of fishing equipment and the purchase of quota entitlements. The program is available to licensed Manitoba commercial fishermen over 18 years of age.

The Fund's Team program is a micro-enterprise development program. The program supports clients with technical assistance, and financial assistance in the form of loans.

In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract basis and can provide consulting assistance to communities and individual entrepreneurs in the North.

Details of the Development Fund's Financial Statement and current activities are available in its Annual Report.

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Total Expenditures	1,514.3		1,514.9	(.6)	

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment and offers consulting services and support for the development of project planning and delivery capacity at the community level.

INAC/CMIP/ANA Capital Planning Committee

- An informal inter-jurisdictional and interdepartmental working group has formed to look at possible alternatives for cost sharing infrastructure for communities and First Nations, which either are immediately adjacent or in close proximity.
- Results include a joint waste disposal site in the Manigotagan area, servicing the Hollow Water First Nation; a joint sewage treatment plant at Brochet for the community and First Nation; a lagoon servicing both the Chemawawin First Nation and the Community of Easterville; and a joint waste disposal site at Dauphin River serving the community and surrounding area.
- Discussions continue regarding infrastructure at Cross Lake, Norway House, and Moose Lake.

Capital Preplanning and Project Delivery

- Our goal for this initiative is to have total preplanning for all projects two years in advance of the project delivery year. This will enable the department and community to be ready for the delivery of projects in a timely manner.
- In the 2004/05 fiscal year, the Department expended approximately $6.4 million in infrastructure upgrades in northern communities. This breaks down approximately as follows:

$1,347.4	Water
$2,015.1	Wastewater
$ 917.4	Waste Disposal
$ 618.6	Buildings, equipment and drainage
$ 236.6	Fire Program
$ 235.0	Roads
$ 886.5	Engineering & Design Inspections, etc.

- Enhancing infrastructure in northern communities has a direct impact on opportunities for community economic benefits.

19.3 Capital Grants Program

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	Estimate 2004/2005 $	Variance Over (Under)	Expl. No.
Northern Communities	6,121.5	5.00	6,121.5		
Community Access and Resource Roads	235.0		235.0		
Total Expenditures	**6,356.5**	**5.00**	**6,356.5**	**0**	

Amortization of Capital Assets

Provides for amortization of the Department's share of the Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2004/2005 $	Estimate 2004/2005 FTE	$	Variance Over (Under)	Expl. No.
Total Expenditures	175.7		62.5	113.2	

Financial Information

Reconciliation Statement

DETAIL	2004/2005 ESTIMATES
2004/2005 Main Estimates	$29,189.2
2004/2005 ESTIMATES	$29,189.2

Department of Aboriginal and Northern Affairs

Expenditure Summary

for fiscal year ended March 31, 2005 with comparative figures for the previous year

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-1 Aboriginal and Northern Affairs Executive				
29.4	a) Minster's Salary	28.9	28.8	.1	
	b) Executive Support				
799.6	Salaries	767.1	625.7	141.4	
277.8	Expenditures	242.3	251.7	(9.4)	
1,077.4		1,009.4	877.4	132.0	
1,106.8	**Total 19-1**	**1,038.3**	**906.2**	**132.1**	

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations				
	a) Financial and Administrative Services				
358.2	Salaries	346.3	356.8	(10.5)	
116.2	Expenditures	116.1	116.2	(.1)	
474.4		462.4	473.0	(10.6)	
	b-1) Programs and Operational Support				
203.1	Salaries	207.1	198.0	9.1	
91.4	Expenditures	81.2	74.2	7.0	
8,195.4	Community Operations	8,425.5	8,667.9	(242.4)	
478.5	Regional Services	462.6	467.5	(4.9)	
273.7	Grants	273.7	273.7	-	
9,242.1		9,450.1	9,681.3	(231.2)	
	b-2) Northern Region				
869.7	Salaries	754.9	802.4	(47.5)	
346.1	Expenditures	373.6	366.0	7.6	
1,215.8		1,128.5	1,168.4	(39.9)	
	b-3) North Central Region				
849.6	Salaries	865.7	857.8	7.9	
277.8	Expenditures	272.0	279.5	(7.5)	
1,127.4		1,137.7	1,137.3	.4	

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	b-4) Northern Affairs Fund				
218.1	Salaries	216.6	199.3	17.3	
56.3	Expenditures	51.9	56.7	(4.4)	
274.4		268.5	255.6	12.9	
	b-5) Program Planning and Development				
405.8	Salaries	423.7	400.3	23.4	
99.6	Expenditures	93.2	99.5	(6.3)	
505.4		516.9	499.8	17.1	
	c-1) Support Services				
329.6	Salaries	293.0	314.3	(21.3)	
83.3	Expenditures	96.8	82.4	14.4	
412.9		389.8	396.7	(6.9)	
	c-2) Agreements Management				
418.6	Salaries	416.0	360.9	55.1	
139.3	Expenditures	373.3	252.2	121.1	
1,281.3	Agreements Implementation	1,281.2	1,130.8	150.4	
1,839.2		2,070.5	1,743.9	326.6	

Expenditure Summary (continued)

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19.2 Aboriginal and Northern Affairs Operations (continued)				
	c-3) Policy & Strategic Initiatives				
596.4	Salaries	530.5	471.6	58.9	
138.2	Expenditures	130.9	136.4	(5.5)	
2,543.3	Aboriginal Development Programs	2,542.9	2,540.9	2.0	
1,400.0	Aboriginal Economic and Resources Development Fund	1,375.0	1,256.2	118.8	
200.00	Partners for Careers	200.0	200.0	-	
179.0	Northern Healthy Foods Initiative	199.3	-	199.3	
5,056.9		4,978.6	4,605.1	373.5	
1,514.9	d) Communities Economic Development Fund	1,514.3	1,489.8	24.5	
21,663.4	**Total 19.2**	**21,917.3**	**21,450.9**	**466.4**	

Expenditure Summary (continued)

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
	19-3 Capital Grants				
6,121.5	a) Northern Communities	6,121.5	6,158.3	(36.8)	
235.0	b) Community Access and Resource Roads	235.0	235.0	-	
6,356.5	**Total 19.3**	**6,356.5**	**6,393.3**	**(36.8)**	
62.5	**19-4 Amortization of Capital Assets**	175.7	62.5	113.2	
62.5	**Total 19-4**	**175.7**	**62.5**	**113.2**	
29,189.2	**TOTAL EXPENDITURES**	**29,487.8**	**28,812.9**	**674.9**	

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

for fiscal year ended March 31, 2005 with comparative figures for the previous year

Estimate 2004/2005 $(000's)	Appropriation	Actual 2004/2005 $(000's)	Actual 2003/2004 $(000's)	Increase (Decrease) $(000's)	Explanation No.
1,106.8	19-1 Aboriginal and Northern Affairs Executive	1,038.3	906.2	132.1	
21,663.4	19-2 Aboriginal and Northern Affairs Operations	21,917.3	21,450.9	466.4	
6,356.5	19-3 Capital Grants	6,356.5	6,393.3	(36.8)	
62.5	19-4 Amortization of Capital Assets	175.7	62.5	113.2	
29,189.2	**Total**	**29,487.8**	**28,812.9**	**674.9**	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation ($000's)

For years ending March 31, 2001 - March 31, 2005

Actual/Adjusted Expenditures

Appropriation	2000-2001 FTE	2000-2001 $	2001-2002 FTE	2001-2002 $	2002-2003 FTE	2002-2003 $	2003-2004 FTE	2003-2004 $	2004-2005 FTE	2004-2005 $
Aboriginal and Northern Affairs Executive	13.00	846.4	13.00	997.5	13.00	844.6	15.00	906.2	15.00	1,038.3
Aboriginal and Northern Affairs Operations	68.50	19,388.1	66.50	19,946.0	66.50	23,853.3	66.50	21,450.9	65.50	21,917.3
Acquisition/Construction	5.00	2,602.5	5.00	2,903.3	5.00	5,393.3	5.00	6,393.3	5.00	6,356.5
Amortization of Assets		130.0		128.9		119.6		73.4		175.7
Total Expenditure	**86.50**	**22,967.0**	**86.50**	**23,975.7**	**86.50**	**23,975.7**	**86.50**	**28,812.9**	**85.50**	**29,487.8**

Department of Aboriginal and Northern Affairs

Revenue Summary by Source ($000's)

for year ended March 31, 2005 with comparative figures for the previous fiscal year

Actual 2003/2004	Actual 2004/2005	Increase (Decrease)	Source	Actual 2004/2005	Estimate 2004/2005	Variance	Expl. No.
			Other Revenue:				
			a) Sundry				
.3	2.6	2.3	Recoveries From Community Councils	2.6		2.6	
55.6	93.4	37.8	Chief Place of Residency	93.4	72.0	21.4	
55.9	96.0	40.1		96.0	72.0	24.0	
			Government of Canada:				
37.0	86.4	49.4	a) Northern Flood	86.4	100.0	(13.6)	
92.9	**182.4**	**89.5**	**TOTAL DEPARTMENT**	**182.4**	**172.0**	**10.4**	